

Equality & Diversity

Definitions

- “Discrimination” means unjust or prejudicial treatment of people, especially on the grounds of Protected Characteristics.
- “Discriminatory Language” means the use of language or terms that offend, denigrate, or exclude different categories of people because of Protected Characteristics
- “Protected Characteristics” means age, sex, sexual orientation, gender, gender reassignment, race including colour, nationality, ethnic or national origin, ethnic origin, religion or belief, age, disability, sexual orientation, marital status or civil partnership, socio-economic background, being pregnant, having/not having a child or any other characteristic.

Curious Pastimes welcomes and seeks to include all Attendees regardless of any Protected Characteristic.

Curious Pastimes does not accept any OOC Discrimination by, or of, any Attendees. Any IC behaviour based on OOC Discrimination is also not permitted. Any accusation of discrimination will be dealt with in line with the company’s Complaints Policy.

No Discriminatory Language is permitted at Curious Pastimes Events. If an Attendee considers another Attendee to be using Discriminatory Language, they should feel able to challenge this behaviour, or seek assistance from a member of Staff. If a challenge to behaviour does not result in resolution of the incident please raise this with a member of Staff who can escalate the concern in line with Curious Pastimes’s Policies and Procedures.

It is not permitted to deliberately misgender another person. Please respect the pronouns a person asks you to use. If you don’t know which pronouns to use then please ask, if someone corrects you, please try to change your language.

As part of a post 2021 review of the Curious Pastimes Rules, Curious Pastimes will introduce guidelines on the appropriate and inappropriate uses of make-up, cultural costumes and other considerations such as accents. From the 2022 season onwards Curious Pastimes will be completely removing inappropriate elements from the game, such as black face make-up, and we would strongly prefer that Customers wishing to play characters for whom this is relevant adopt this change now.

Facilities

When hiring facilities Curious Pastimes will, as far as practical, hire gender neutral, accessible bathrooms. However, some sites Curious Pastimes uses have specified gender or accessible bathrooms. Curious Pastimes will aim to designate bathrooms as gender neutral but this is not always possible.

If any Attendee has any concerns about who is using a specific bathroom they should not challenge anyone directly or indirectly. They should seek assistance from a Staff member.